

Professional Development/Coaching

In response to the letter from educators, Woody Rothe and Tom Lamb, from Hartford High School regarding coaching for professional development credit.

Response

While coaching, club advising etc... are notable worthwhile endeavors for educators to participate in and they certainly build a collaborative relationship between coach/advisor, student/child, and family it is not considered quality professional development for an educator. Individuals other than educators may also engage in these activities (positions) with little or no training in the specific area of the activity, child development, or student learning.

Professional development should be in the area of new learning in the content area of an educator's endorsement or the acquisition of knowledge in best practices in teaching and learning.

According to the National Staff Development Council and the School Redesign Network at Stanford University report, *Professional Learning in the Learning Profession: A Status Report on Teacher Development in the U.S. and Abroad* authors Ruth Chung Wei, Linda Darling-Hammond, Alethea Andree, Nikole Richardson, and Stelios Orphanos copyrighted February 2009:

"High quality or effective professional development should result in improvement of teachers' knowledge and instructional practice, as well as improved student learning outcomes." For activities such as coaching/advising, it would be extremely difficult to demonstrate these indicators.

Although question ten (10) in the May 2005 issue of Frequently Asked Questions addresses the requirement regarding the specific question of professional development credits per content endorsement (45 hours) and "non-traditional" credits, the general intention of the reply was implied for all professional development needed to renew an educator license.

Therefore, coaching/advising in itself is not allowed for professional development, but workshops/courses that address the specific knowledge and performance standards of one's endorsement such as a course/workshop on coaching for an educator who holds a physical education endorsement would be valid professional development.

Exceptions to this would be when prior to 2005, IPDP goals were created according to the Five Standards for Vermont Educators, now the Five Standards and 16 principles are (should be) embedded in the goal.

If coaching/advising was an approved IPDP goal (prior to 2005) and signed by an LSB, professional development must be awarded if:

- a. there was an approved IPDP goal prior to the activity;
- b. proper documentation is produced; and
- c. a narrative signifying the new learning in the content area or professional practice and how said activity would/did improve student learning.